

Specialists in business training and coaching consultancy



Performance Management

Just Suppose® works with our clients to deliver Performance Management workshops.

When we talk about managing performance we are referring to performance across the entire spectrum, from low to high performers.

Our Just Performance Management workshop has been designed with the following objectives in mind:

- ✓ Setting goals and objectives in line with company strategy and translating this to individual expectations ensuring clarity.
- ✓ Monitoring individuals against their objectives with regular reviews and feedback. Incorporating internal processes to support this e.g. personal development plans. How these should be conducted to maximum effect.
- ✓ Managing poor performance effectively: identifying problem areas early, conducting challenging and difficult conversations, working with HR and internal processes.
- ✓ Where coaching stops and under-performance management starts.

We will work with you to shape the workshop in line with your needs and expected outcomes.

This workshop tends to be delivered in combination with other topics. Some clients like to combine this with a coaching workshop or appraisal training, and then position the Performance Management session as a means of testing the theory.

We ensure all sessions are interactive and we have found the use of actors for this particular workshop to be most beneficial. We also use case study scenarios and clients are welcome to provide real examples from their organisation where requested.

“Working with actors was really realistic. Training around managing conflict, learning from our experience and feedback from others”

“The exercise for performance management using professional actors was very helpful for 3 reasons: professional responses by actors created very realistic situation, feedback from other team members and coach, and realistic examples for case study”